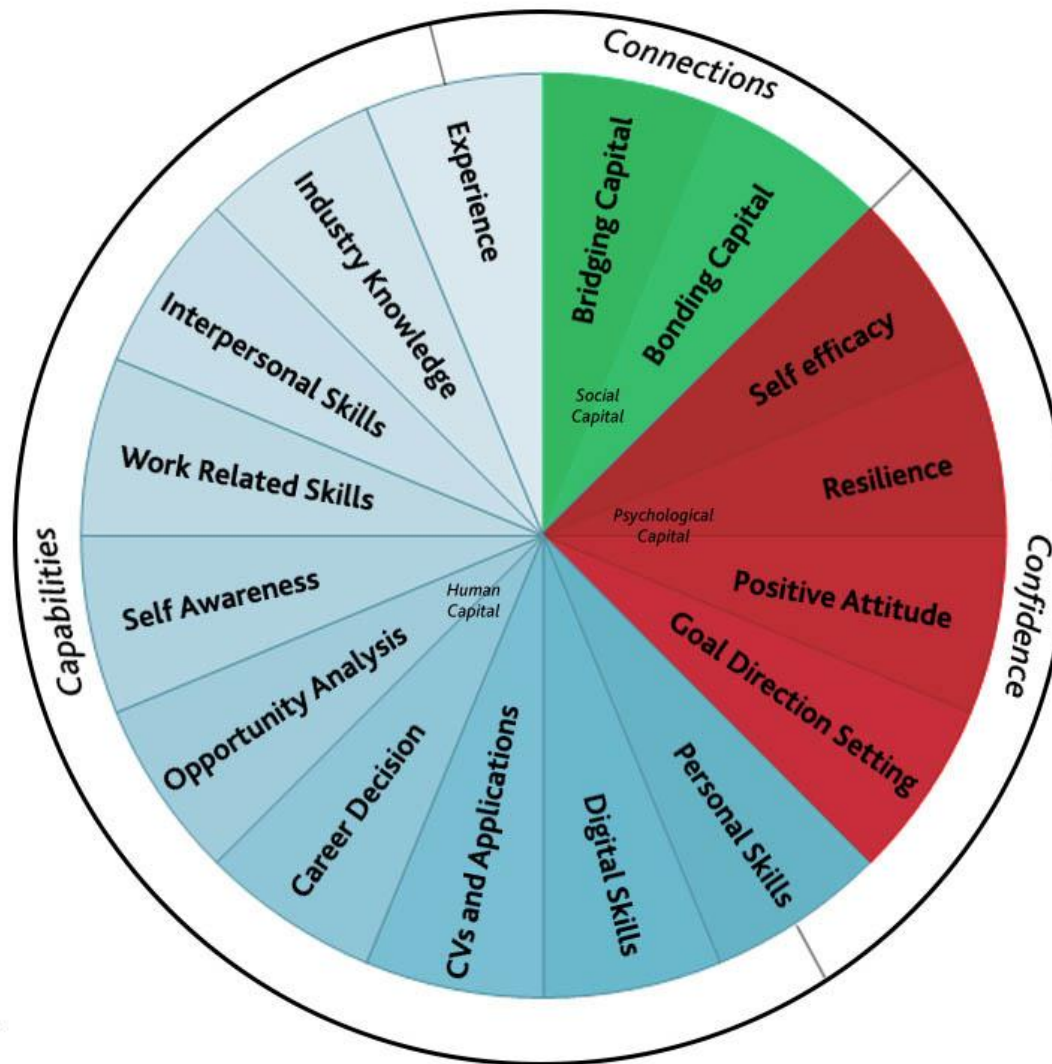


The Solent Capital Compass model

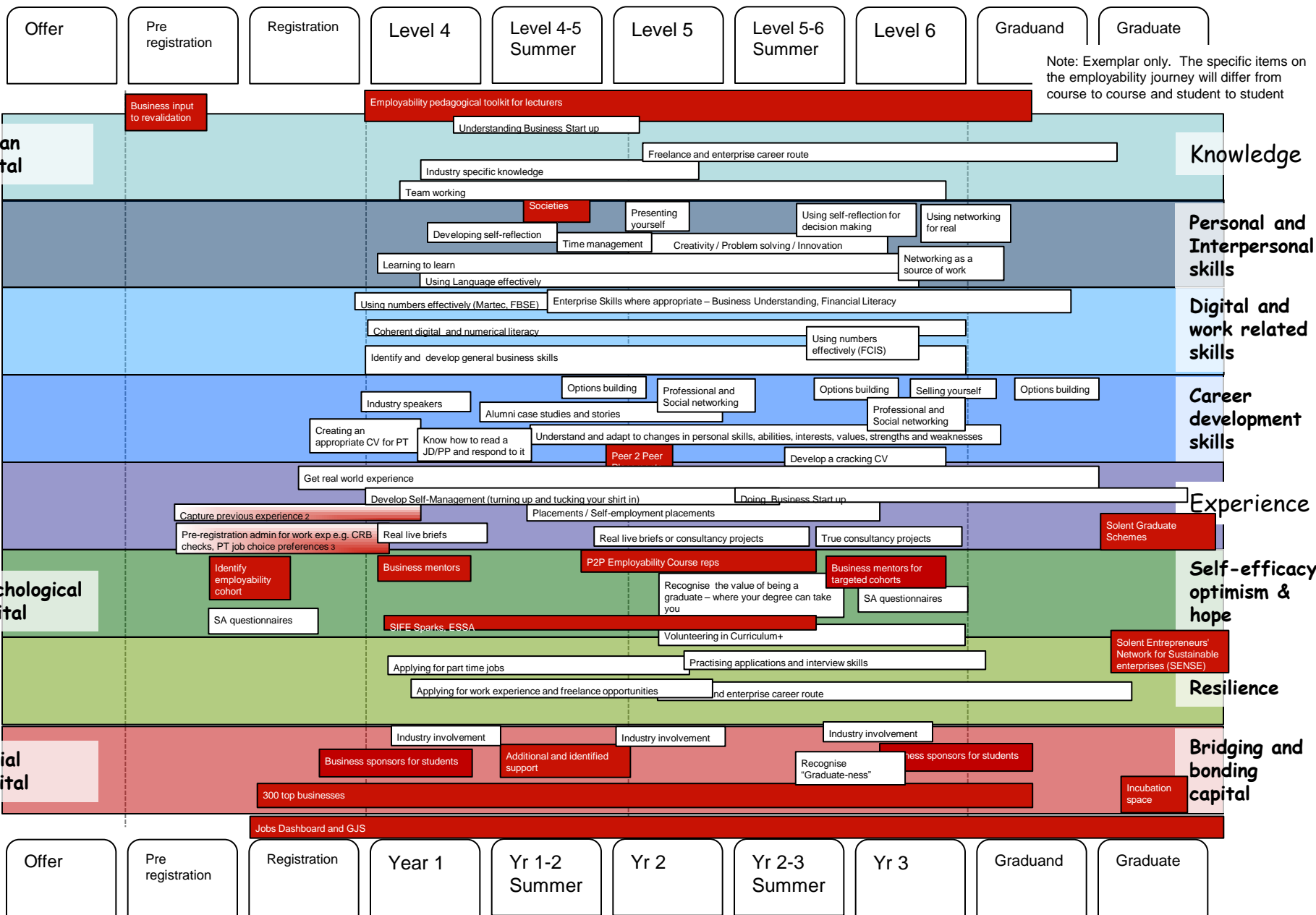
of experience, skills and competencies required for graduate employability



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Employability and Enterprise
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Definitions

Area of Confidence	Definition	How can I develop this area?	Area of Confidence	Definition	How can I develop this area?
Self-Awareness	To be aware of your own strengths and weaknesses is an important part of applying for jobs. Often you will be asked in interview to talk about your strengths, and even to identify a weakness. Strengths might include being a good communicator, having leadership skills, or being a good problem solver for example.	Log on to Career Box on MyCourse. The first section is "Self Awareness" where you will find lots of self-tests and learning tools.	Digital Skills	Not only do you need to be able to be confident in using word processing and spread sheet office technologies but understanding the increasing business use of social media has become just as important.	Log on to: Mycourse.solent.ac.uk/socialmedia-help
Opportunity Analysis	Knowing what opportunities are out there for graduates, and especially graduates from your discipline is one for the first steps in managing your career. In many cases employers are looking for graduates from any discipline so understanding the opportunities can open up possibilities you may not have thought of before.	Go to the Student Information Centre and discuss your options with one of the advisors there. Alternatively, logon to Career Box "Options and Opportunities" or "Course Focus to investigate your options	Industry Knowledge	Once you have identified the industry or type of organisation you would like to work in its important to understand how that industry works and the kind of skills it requires. These knowledge and skills may come from your course, from your work experience, and from your research.	Log on to www.prospects.ac.uk and check out the 'job sectors' tab to understand your industry better.
Career Decision Making	This is about focus. At some point when you have made a realistic appraisal of the opportunities available to you it will be time to narrow down your focus and make some decisions about which path or paths you want to pursue.	Log on to Career Box on MyCourse and use the "Making Decisions" materials	Experience	Having work experience on your CV will give you a big advantage when looking for work. This may be short or long and can be industry related or general. The important thing is to have some and to be able to explain what you learned from it.	Log on to Graduate Jobs South and the jobs dashboard on the portal and apply for one of the job opportunities listed there. Or Volunteer for an organisation that will build your experience
CVs and applications	Making the transition from university into your career involves the important skills around CV writing, applications, and interview techniques. Getting this part right is about making sure you stand out to your prospective employer.	Book yourself a mock interview with a careers advisor. Look up the booklet "Applications for Success" on the Careers tab on the Portal	Enterprise	Quite a number of students will undertake freelance work, or pursue a business idea upon graduation. A larger number still will be working in small or micro enterprises. If this describes you then you need to have some understanding of enterprise	If you are interested in the idea of self-employment book an interview with our enterprise advisor at the Student information centre or drop into Re:So or Solent Creatives for freelancing.
Personal Skills	Being able to show that you can manage your time effectively, solve complex problems, and generate ideas are important skills that employers are looking for. It will be important for you to identify which ones you are best at and find some examples too.	Check out www.mindtools.com for ideas and tools to help you develop your personal skills	Social Capital	A large proportion of jobs in today's market are gained through contacts and referrals. Expanding your number of professional contacts can be very beneficial in finding work opportunities.	Get yourself a LinkedIn profile and see if you can make contact with some recent graduates from your course
Inter personal Skills	Working with other people is part and parcel of most working environments. Before an organisation will take you on they may ask you for examples of your ability to work with others, communicate well, and be a team player.	Check out www.belbin.com and look at the team role descriptions to identify your team working style.	Psychological Capital	Making the transition from university to work can be a demanding experience. Making sure you develop the resilience and confidence to aim high and ride through the setbacks will put you in a good position to succeed in the career you are aiming for.	Find yourself a mentor, especially one from the industry you want to get in to. Join the Mentoring+ programme (details on the Careers tab) You could track down a recent graduate from your course on LinkedIn



Theory and Research

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